

## KAI Symposium Call for Presentations and Roundtable Discussions

The KAI Foundation and the Center for Cooperative Problem Solving, at Virginia Tech, are pleased to announce the second annual KAI Symposium, and Call for Presentations and Roundtable Discussions.

KAI practitioners are encouraged to share insights and findings in the format of a presentation or roundtable discussion, to allow for learning from fellow KAI practitioners' perspectives and experiences.

### The 2022 Symposium will be held online:

- February 23, Wednesday, 12:30 PM to 4:30 PM (EST) [or 5:30 to 9:30 PM (GMT)]
- February 24, Thursday, 9:30 AM to 3:30 PM (EST) [or 2:30 to 8:30 PM (GMT)]

The theme is **Adaption, Innovation, and Well-being in the Dynamic Workplace**. Presentations and roundtable discussions aligning with the theme will be considered more favorably.



### Types of Submissions

KAI practitioners may propose sharing a **presentation**, which is intended for discussing conclusions discovered through research, practice, case studies or theoretical reasoning. See **page 3** for instructions for preparing a presentation submission.

KAI practitioners may propose sharing a **roundtable discussion**, which is intended for discussing provocative ideas that may lead to advancing the teaching, research, practice, and theoretical reasoning of adaption-innovation theory. See **page 4** for instructions for preparing a roundtable discussion submission.



## 2022 KAI Symposium – Adaption, Innovation, and Well-being in the Dynamic Workplace

### Context and Significance of the Symposium

The COVID-19 international pandemic has affected us all differently with respect to where we work, how we work, and how much we work. The latest question being asked by many employees, given the Great Resignation, is why do we work? This existential question is connected to the stress of incredible change, sudden uncertainty, and unpredictable health risks. While the pandemic has focused the medical profession on our physical health, many are now prioritizing mental well-being as a global health issue.

Adaption-Innovation theory, and its corresponding inventory, the KAI, offers insight to how we each prefer to solve problems and manage change. Application of adaption-innovation theory and the KAI may improve mental well-being by helping to recognize when a stressor may be connected to exerting coping behavior. Theoretically, the stress associated with coping behavior may be more accurately attributed to a gap in problem-solving style, through realization of the paradox of structure, Problem A and Problem B, precipitating events, and the separation of style, level, process, and technique. Simply said, by better understanding ourselves, and by better understanding reality, we know how to make the most effective use of ourselves while adjusting to changing requirements.

The KAI Symposium is open for all to attend, with KAI practitioners from around the globe sharing ideas which advance the teaching, research, and practical application of adaption-innovation theory. KAI practitioners who are selected to share their presentation or roundtable discussions are recognized as leading cutting-edge work, and the Symposium serves as a platform to share this work with the KAI community and those wanting to learn more about KAI. Time will be designated for discussing ideas, and networking with attendants. Participants will engage in theoretical and practical discussion, as we learn from each other, with the aim of helping others strengthen mental well-being, minimize conflict and improve collaboration during these unprecedented times.

### Review and Selection Process

1. Proposed presentations and roundtable discussions will be reviewed by a committee of KAI practitioners selected by CCPS
2. Reviewers will come to consensus regarding the following decision choices for each presentation and roundtable discussion:  
(1. accepted, 2. alternatively accepted, 3. not accepted)
3. Both presentations and roundtable discussions will be submitted online via Qualtrics at [https://virginiatech.qualtrics.com/jfe/form/SV\\_5BidLZISkg1i8m1](https://virginiatech.qualtrics.com/jfe/form/SV_5BidLZISkg1i8m1)
4. Proposed presentations and roundtable discussions are due no later than **January 3<sup>rd</sup>, 2022, at 11:59 PM** (your local time)
5. Notification of selected presentations and roundtable discussions will be made before January 7<sup>th</sup>.

### Contact for Questions

Center for Collaborative Problem Solving, at Virginia Tech, [ccps@vt.edu](mailto:ccps@vt.edu) or (540) 231-4469.

## 2022 KAI Symposium – Adaption, Innovation, and Well-being in the Dynamic Workplace

### Call for Presentations

Presentations will be reviewed and accepted based on adherence to KAI and Adaption-Innovation theory, demonstration of advanced usage and application, and connection to the Symposium theme (preferred but not strictly required). For acceptance, one author must be an accredited KAI practitioner.

Topics for presentations may be based in the examination of research, practice, case studies, or theory. Context of presentation topics may include, but not be limited to: creativity; remote work; health and health care; systems thinking; science of teams and organizations under changing conditions; personal development; leadership and management of change; group dynamics, cohesion and effectiveness; recruitment and retention; effective management of diversity; effects of culture; cognitive climate and conditions of social environments; and product/service development.

The following formatting guidelines will be used to streamline style of typed materials for publishing Symposium Proceedings. Final presentations will be pre-recorded and played during the Symposium with time allotted for questions and answers with presentation authors.

### Formatting a Proposal for a Presentation

1. Author(s) shall submit a brief description rather than a full paper.
2. **Theoretical or practice-based presentations** should include the following headings: 1) Introduction, 2) How it works, 3) Results/implications to date, 4) Future plans/advice to others 5) References
3. **Research-based presentations** should include the following headings: 1) Introduction, 2) Connection to Adaption-Innovation Theory, 3) Methods/Data Analysis 4) Findings and Conclusions, 5) References
4. The description of the presentation is to meet these general guidelines:
  - a. Three, single-spaced pages, maximum, inclusive of tables and figures
  - b. References not included in the page count
  - c. Please follow APA Publications Manual 7<sup>th</sup> Edition for style and formatting except as noted below
  - d. Presentations will be published as Symposium Proceedings upon approval of the author(s)
5. The presentation description shall meet these specific guidelines:
  - a. Prepare manuscript as a MS Word document
  - b. Use Times Roman or Times New Roman 12-point font; set all margins at one inch
  - c. Do not put your name or other identifying information on/in manuscript
  - d. Single-space manuscript; but double-space between paragraphs, heading and text, table and text, etc.
  - e. Center the bolded title of submission at the top of the first page; capitalize only first letters of words in the title
  - f. Use “Table” function command to prepare tables rather than tabs and spaces
  - g. Place Tables/Figures within the body of the paper “shortly” after first mention in text

## 2022 KAI Symposium – Adaption, Innovation, and Well-being in the Dynamic Workplace

### Call for Roundtable Discussions

Selected roundtable discussions will be shared during the Symposium in live break-out rooms via Zoom. Time scheduled during the Symposium will focus on shared dialogue regarding the salient points being made by the author(s) and thoughtful questions and ideas posed by participants. For acceptance, one author must be an accredited KAI practitioner.

Roundtable Discussions are to be more provocative in nature, allowing thoughtful consideration of the topic through shared dialogue, and questions and answers that promote learning for all involved in the discussion.

Topics for roundtable discussions may be based in the discussion of research, practice, case studies, or theory. Context of presentation topics may include, but not be limited to: creativity; remote work; health and health care; systems thinking; science of teams and organizations under changing conditions; personal development; leadership and management of change; group dynamics, cohesion and effectiveness; recruitment and retention; effective management of diversity; effects of culture; cognitive climate and conditions of social environments; and product/service development.

The following formatting guidelines will be used to streamline style of typed materials for publishing Symposium Proceedings.

### Formatting a Proposal for Roundtable Discussions

1. Author(s) shall submit a brief description, rather than a full paper.
2. **Theoretical or idea-based presentations** should include the following headings: 1) Introduction, 2) How it works, 3) Results/implications to date, 4) Future plans/advice to others 5) References
3. **Research-based presentations** should include the following headings as applicable: 1) Introduction, 2) Connection to Adaption-Innovation Theory, 3) Methods/Data Analysis 4) Findings and Conclusions, 5) References
4. The description of the roundtable discussion is to meet these general guidelines:
  - a. One, single-spaced page, inclusive of tables and figures
  - b. References not included in the page count
  - c. Please follow APA Publications Manual 7<sup>th</sup> Edition for style and formatting except as noted below
  - d. Roundtable discussions will be published as Symposium Proceedings upon approval of the author(s)
5. The roundtable discussion description shall meet these specific guidelines:
  - a. Prepare manuscript as a MS Word document
  - b. Use Times Roman or Times New Roman 12-point font; set all margins at one inch
  - c. Do not put your name or other identifying information on/in manuscript
  - d. Single-space manuscript; but double-space between paragraphs, heading and text, table and text, etc.
  - e. Center the bolded title of submission at the top of the page; capitalize only first letters of words in the title